



INsideCorrections

December 2011, Volume 17

Indiana Department of Correction Employee Newsletter



From the Commissioner

Bruce C. Lemmon

Season's Greetings

As 2011 comes to a close and before we bring in 2012, I would like to express my appreciation for the hard work and dedication each staff member exhibits every day.

My first year as Commissioner has been both challenging and rewarding. We were faced with many hurdles, but we stood together in such times and worked diligently as a team to overcome the barriers that threatened to hinder our moving forward. In these tough economic times, your determination, sacrifice, and unyielding stewardship have allowed us to achieve many successes and see tremendous progress.

It's certainly a time for celebration and a time to look forward to what the New Year will bring. My hope is that we all take some time to relax and join the joyful celebrations of this season.

Staff is always encouraged to share new ideas and ways that IDOC can benefit from any change to a current practice. The best way we can improve upon ourselves is by sharing ideas and working together. I am proud to be a member of your team.

My sincere best wishes to you and your family this holiday season and in the coming New Year!

INside This Issue

2011 IDOC SECC Campaign	2
The Importance of Family	3
IDOC Receives National Award in Corrections	4
What is Leadership?...	5
A Major Promotion	7
38 new officers graduate CTI	7
My Story	8
Indiana state agencies collaborate for success	9
Dogs Rule, Putnamville K-9 Squad Recognized	11
MCF forms a new team	12
Re-Entry Living and Working Green	13
Offenders recycle plastic...	14
PNJCF Green Initiatives	14
To Serve	15
Memorial Tour	15
New STG Initiatives...	16
Support Our Troops	16
Offenders participate in Thinking for a Change	17
Second Class of Correctional Police Officers Sworn In	18
"The Emanuel Project-Art for Kids" ...	19
Reflections of Pride...	20
Residents have their say...	21
Lions Eyeglass Recycling Ctr.	22
Kids Say the Darndest Things	23
St. Jude Cancer Research	24



The Department's Vision and Mission Statement

VISION

As the model of public safety, the Indiana Department of Correction returns productive citizens to our communities and supports a culture of inspiration, collaboration, and achievement.

MISSION

The Indiana Department of Correction advances public safety and successful re-entry through dynamic supervision, programming, and partnerships.



2011 IDOC SECC Campaign

By Doug Garrison, IDOC SECC Chair

On behalf of Commissioner Lemmon and IDOC Executive Staff, I would like to thank IDOC staff for your generous and selfless giving during the 2011 State Employees' Community Campaign (SECC). The Department raised over \$259,000, a 14% increase over last year. Our Department alone accounted for 20% of the \$1.2 million raised for the entire SECC Campaign.

The 2011-2012 SECC campaign was one of the most challenging in

recent years but with your help, we made it a huge success. With the generous support of IDOC staff, many charitable organizations that are near and dear to our hearts will have the resources to help those in need.

Congratulations for making the IDOC a top contributor once again. Thank you again for your continued support. ■



How do you see your future?

At University of Phoenix, the goal is to help you keep your dreams in sight – and put you on the road to achieving them. The Indiana Department of Correction has teamed up with University of Phoenix to bring you a tuition savings of 5% or more on degree programs, certificates and individual courses. With this opportunity you can pursue your

educational goals while staying on top of your professional commitments. The Department always encourages staff to better themselves personally and professionally through continued education and job training. Through our partnership with University of Phoenix, staff will have even more opportunities to attain education credits.

Learn more at phoenix.edu/idoc. ■



INsideCorrections

We welcome all submissions. Please submit articles to:
Douglas S. Garrison, Chief Communications Officer
E-mail: dsgarrison@idoc.in.gov

Amy Lanum, Media Liaison
E-mail: alanum@idoc.in.gov

Designed by: Nicole D. Arb,
Graphic Design Department, PEN Products

Indiana Department of Correction
Indiana Government Center South, Room E334
302 W. Washington Street, Indianapolis, Indiana 46204

www.in.gov/idoc/

The Importance of Family

By Randy Koester, Deputy Commissioner of Re-Entry



Practically all agree that in order to build resilience and prevent recidivism, offenders need to be plugged into community resources. We

focus time, effort, and fiscal resources on improving offender skills, including academics, vocational training, and soft skills training such as employability skills. These abilities are sometimes referred to as human capital. While these skills play a vital role in successful re-entry, we need to consider the offender's ability to accumulate another kind of capital: social capital.

Social capital can be defined as those affiliations or interactions with individuals that can be used to impact our lives. Group affiliations and social support systems have been identified as effective in helping people deal with challenges and stress. Social networks have value to both individuals and to the community at large. In corrections, we sometimes look at family as a challenge; other times we don't think about them at all. In reality, we should look at family as a source of social capital that can be cultivated by offenders during their incarceration.

We can help offenders identify the individuals and organizations that can help them reenter their communities successfully and we can assist the offenders by teaching them how to tap into those resources; how to develop and strengthen the relationships necessary for the accrual of social capital. We should do this with both programmatic and non-programmatic interventions when possible. We can also broaden the offender's concept of family and community. When seen as a

social resource, family can include anyone with whom the offender has a relationship. Simple case management tools such as ecomaps and genograms can provide staff and offender alike with an easy way to recognize positive connections. These tools are also a way to build rapport in the staff / offender relationship. So next time you are tempted to brush aside offender families, please take a moment to consider any untapped potential for good in these important relationships.

Education

The Division of Youth Services has successfully completed the implementation of the "Why Try?" curriculum in all five juvenile facilities. The "Why Try?" curriculum, developed by Mr. Christian Moore from Provo, Utah, is utilized in public schools and correctional institutions around the country to teach youth strategies to successfully overcome challenges. Youth are actively engaged in multi-sensory activities to learn ten metaphors that address each of the strategies. In 2008, Mr. Moore was the guest speaker at a luncheon attended by Governor Daniels, who later encouraged the use of the curriculum through-out the state's juvenile correctional facilities. Federal funding for "Why Try?" was provided through Title I, Part D.

Staff in the juvenile facilities received extensive training to support them implementing the curriculum with the students. All students completing the course receive high school credit aligned to the Indiana Core 40 High School Diploma. The "Why Try?" program instruction is conducted by teachers, treatment staff, and custody staff. Mr. Marc Kniola and Mr. Yul Lee, from South Bend Juvenile, are the IDOC designated staff trainers for "Why Try?"

Reformative Residential Re-entry Program

Building upon the popularity and success of the PLUS program the IDOC has launched a new initiative called the Reformative Residential Re-entry Program (RRRP). The RRRP was developed for Level One facilities or offenders in the last 9-12 month of their sentence. The core values of the RRRP are honesty, tolerance, compassion and personal responsibility. Core curricula include "Values for Responsible Living", "Getting it Right: Responsible Thinking", "Inside Out Dad", and "Walking the Line (communication and relationship skills). Those successfully completing the 6 month program are eligible for a 3 month time cut.

The RRRP was first piloted at Edinburgh Correctional Facility and Westville Correctional Facility's Level

Article continued on page 4

Stay connected to the IDOC

Find us on
Facebook



Search: Indiana Department of Correction



follow us on
twitter

www.twitter.com/IndianaDOC

Watch us on
You Tube



www.youtube.com/IndianaCorrections



L to R: Executive Director of Adult Facilities James Basinger, Former IDOC Commissioner Edwin Buss, Current IDOC Commissioner Bruce Lemmon, Branchville, Superintendent Gilbert Peters, Executive Director of Youth Services Mike Dempsey, IREF Superintendent Beckie Bennett, and PEN Products Director Mike Herron.

In August, Indiana Department of Correction's (IDOC) Commissioner Bruce Lemmon accepted the Golden Eagle Award on behalf of the Department from the American Correctional Association at the annual conference in Kissimmee, Florida.

The Golden Eagle Award, is given to agencies who have achieved 100 percent ACA accreditation.

IDOC Receives National Award in Corrections

Commissioner Lemmon commented, "Receiving the Golden Eagle is a tremendous honor for Indiana and a testament to the hard work and dedication that each of our staff exhibit every day. This could not have been achieved if it weren't for the nearly 6,500 current employees in the department, as well as the many who have been involved in the process but are now retired. The award is a great asset for any agency that participates in the accreditation process."

Indiana joins the ranks of only 15 other correctional jurisdictions in the nation who have received this honor and obtained ACA accreditation in all of its facilities, including all adult and juvenile state facilities, the Correctional Training Institute, Central Office, and the Parole Services Division.

The final three facilities to receive their accreditation this year, and position the IDOC to receive the coveted ACA's Golden Eagle Award, were the Indiana Women's Prison, Branchville Correctional Facility, and the Indianapolis Re-entry Educational Facility.

The accreditation process for each facility includes an audit of the policies, procedures and practices in the areas of operations, programs and services. The audit also checks for compliance with mandatory and non-mandatory standards. With accreditation comes the responsibility of completing an IDOC audit once a year and meeting the standards and passing an ACA reaccreditation audit every three years. ACA standards represent the current best correctional practices associated with the care, custody, and management of offenders. ■

The Importance of Family Article continued from page 3

One unit. Madison Correctional Facility and Branchville were next to add a RRRP unit. Indianapolis Re-entry Education Facility is scheduled to offer the program beginning in January 2012.

BMV Partnership

With the much need for offenders to have identification, IDOC and Indiana Bureau of Motor Vehicles have been partnering over the last couple of years to reduce the number of offenders to be released with no identification. In 2011, BMV produced over 2200 State Identification for offenders being released from the IDOC. BMV has increased their visit from two days to three days every week at a different facility, has increased the number of offenders receiving State Identification.

IDOC is looking excited about their continuous partnership with BMV and is expecting greater numbers in 2012.

Community Corrections

The Department recently hosted the annual Community Corrections meeting. There were nearly 120 attendees, representing all 78 participating counties. These counties supervise up to 22,000 felony offenders that might have otherwise sentenced to DOC, which not only saves the state money, but also increases an offender's likelihood of successful reentry. In the continual effort to improve, a scoring process has been implemented to evaluate each county's performance. This conference allowed attendees to gain a better understanding of this scoring

process and of evidence-based practices.

Sources:

http://en.wikipedia.org/wiki/Human_capital Fourthly, of the acquired and useful abilities of all the inhabitants or members of the society.

http://en.wikipedia.org/wiki/Social_capital connections within and between social networks. The concept of social capital highlights the value of social relations and the role of cooperation and confidence to get collective or economic results.

Why Ask About Family? Vera Institute 2011; <http://www.vera.org/download?file=3181/Why-ask-about-family-Final.pdf>. ■

What is Leadership? Traits of a Good Leader

By Tom Hanlon, Director of Program Review Division



First and foremost, leadership is a behavior, not a position. Being a true leader means being passionate about your work, and having the

ability to analyze the needs of the institution and your staff. Yet more importantly, true leadership places passion over analysis. Being a true leader means becoming invested in one's co-workers, one's organization, and one's mission. Leadership is about purpose and passion and performance.

Leadership is about caring. Simply put, leadership is a subset of love. On winning teams, leaders spend the vast majority of their time lavishing love on top performers. Yes, love, rewarding them for every contribution, building their self confidence so they have the guts to take on even greater challenges plus holding them up as a role model for others on the team.

As leaders, we must share this passion and commitment with our colleagues. Every book and pamphlet you read, every seminar you attend, every leadership training session conducted all say this: creating new leaders – that's a good leader's core mission. Succession planning is the lifeblood of an organization; successful development of other leaders is one of the key roles of first-rate leadership.

As your leader, I owe you respect and an understanding that you're legitimate in our relationship, that I need you, that I owe you a perceivable level of fairness. As your leader I am obligated to ensure

you receive productive conversation about the skills and talents you bring to the institution; and understand the contributions you are capable of making with the proper training and guidance. Only through making this kind of personal connection can I initiate the design and assignment of tasks that give you personal direction and a passion for your work. If you are invested in your work, then you have hope.

In organizations that perform at a high level, hope is a very functional force. Employees without hope do the minimum work acceptable. They cash their paycheck and go home at the end of the day, leaving their work behind them. Employees with hope take the extra step, think a bit harder, stay that extra moment when needed, and bring new ideas and processes to the table. Employees with hope take their work home with them and work becomes part of their being.

Employees who have passion and curiosity bring a great advantage to all their life situations including their work assignments. More and more employers and educators are finding that IQ (intelligent quotient) is not the only measurement that matters. Thomas L. Friedman says that IQ still matters, but CQ and PQ (curiosity quotient and passion quotient) matter even more. He suggests $CQ + PQ > IQ$. Work matters, but we are fast learning that passion, curiosity, and hope matters more. As a leader, you can't light the fire of passion in someone else if it doesn't burn within you to begin with. If you don't care about what you do and those you lead, your subordinates won't care about what they do and how they lead. Great leaders are passionate, curious, caring, supporting,

and understanding – as well as intelligent and well trained for the details of their work.

Another key is for a leader to be personally credible and able to create organizational capability. Even in institutions of a hierarchical nature progressive leader's lead primarily by persuasion rather than by bold assertion of authority. They assume an inclusionary stance toward others. It goes without saying a bad leader is followed only because they have leadership rights. However, good leaders are followed for a variety of reasons, many times due to specific individual personality traits and management styles. In short, employees seek out leaders with a shared relationship or management style. Employees might follow a leader who is a producer. Followers in this case see what the leader has achieved, his or her work accomplishments, and choose to follow. Others follow development leaders; followers see what the leader has done for others, how they have mentored or created new leaders and choose to be developed. And finally there is the personhood or personality leader. Subordinates respond because of the person you are, what you represent and the respect they have for you.

Those leaders who hold sway over their employees and are admired and respected have traits in common. They are known less for what they say and more for what they deliver; less by their title and position and more by their expertise and competence; less by what they control and more by what they shape; less by goals they set and more by mind sets they build.

Article continued on page 6

What is Leadership? Traits of a Good Leader Article continued from page 5

Leadership isn't a one size fits all position. Leaders come from all management styles, educational backgrounds, personality types, and position levels.

What do leaders need to provide and staff need to acquire in order to be prepared for the future? Certain attitudes and skill sets are important. We as leaders must assure staff learn how to learn. Our training departments must teach new ways of doing old things as well as new ways of doing new things. If possible, we need to instill in staff the idea of absorbing all they can. To learn how to learn you have to love learning, because so much of learning is about being motivated to teach yourself.

Leaders need to respect people. They need to be good at guiding growth and interacting with people as well as managing their work. Teaching someone to respect all others is the hard part.

If you want to build trust, you have to start with respect. Whether or not you hired a particular individual - if they are in your work place that person is indispensable to what you do, and they deserve your deference. To lead you have to build trust. To build trust you have to be ethical and have your own house in order. In order to put your house in order, you must have a sense of yourself. This sense of self is rooted in good values.

The effective leader asks for feedback and new ideas from those they lead. By soliciting input, the leader becomes a role model who demonstrates a willingness to learn, a desire to serve, and a humility that serves as inspiration. The effective leader learns by listening effectively, by reflecting on the information received and by recognizing and

supporting those who provide information.

Accountability is another of the leader's responsibilities. A leader may delegate many things, but not his or her leadership role, nor the accountability that goes with it. This means leaders should be providing a kind of visibility and personal engagement to their staff that cannot be delegated.

Max De Pree, the long time Chairman and CEO of Herman Miller has said, "One of the functions of a leader is to stop." What does he mean by this statement? Consider this, you can't have a conversation with somebody speeding by in a car, he or she is going too fast. So if true interaction is going to take place with a leader, then the leader must understand he or she has to stop – and listen. It is almost impossible to think about an organization in which people down the line can set that particular tone, this is a leadership responsibility. Leaders set the tone for the quality of their working relationships. If a leader doesn't care about the quality of these relationships, everybody catches on quickly. But if he/she cares deeply about these relationships, enough to stop and listen, everybody catches on to that quickly as well. Taking the time to stop and listen allows the leader to recognize the first answer they receive is not necessarily the best one. The truth or the so called facts are almost always colored by the bias of the person presenting them. The more people leaders hear from, the more likely they are to decipher the truth. Therefore, you will be well served to get your facts from a variety of sources.

Peter F. Drucker, perhaps the most perceptive observer of American business and management in the last one hundred years, says

that Harry Truman and Jack Welch shared a rare commodity – intellectual integrity. They saw the world as it is, not as they would like it to be. They shared a spirit of objectivity, understanding leaders are not their own masters – they are servants of the organization. It's a leader's duty to subordinate their likes, wishes, preference to the welfare of the institution. Drucker reminds us that a real leader displays integrity when they ask: "What is the foremost need of the institution – and therefore my first task and duty?" They allow themselves to take the ego, the I, out of decision making.

To recap, what we are talking about here is that leaders need the right stuff. What is the right stuff and what does the right stuff bring to a correctional institution? The right stuff is a personal passion for the work you do that you pass on to your subordinates. It brings purpose and achievable goals to the organization. It brings a strong strategy for leadership development and succession planning; as well as the programs and training opportunities to reach this objective. It brings hope, and greater employee involvement because of their hope. It brings a management style that values CQ and PQ as much as IQ. It builds a desire for life-long learning in correctional staff. Providing the right stuff as a leader, allows the institution to reach for the moon.

Good leadership brings to correctional institutions powerful personal credibility, integrity, and accountability, respect for others, a strong listening and feedback system, a leadership succession plan, a desire for life-long personal learning, and the ability to create organizational capability. ■

A Major Promotion

By Neil Potter, Public Information Officer, Pendleton Correctional Facility

Pendleton Correctional Facility (PCF) Superintendent Keith Butts is extremely pleased and honored to announce that for the first time in the history of the facility a female employee, Correctional Captain Cathy Elliot, has been promoted to the position of Correctional Major. In addition to becoming the facility's first female Major, Major Elliot now has the distinction of becoming the first female in the history of the Indiana Department of Correction to become a Major at a maximum security male facility.

According to Superintendent Butts, Major Elliot's promotion is effective immediately and she will serve as the facility's Custody Supervisor. In her new position Major Elliot will report directly to PCF Assistant Superintendent of Operations Duane Alsip.

Major Elliot began her career as a Correctional Officer at the Correctional Industrial Facility (CIF) on March 20, 1988, having participated in the first new hire training class when CIF opened. Major Elliot progressed through the ranks at CIF and was promoted to Correctional Captain in January 1998. In March 2009 Major Elliot transferred to the Pendleton Juvenile Correctional Facility and served as the Custody Supervisor. In October 2010 Major Elliot transferred to the Pendleton Correctional Facility and prior to her promotion to Major served as a Shift Supervisor, Utility Captain, and Acting Custody Supervisor.

During her career Major Elliot has been involved in a variety of specialized assignments and training opportunities. She has participated on the Department's Drug Interdiction Team, has served as a facility ACA Accreditation Manager, Strategic Planner, and Honor Guard Team Leader. Major Elliot has also served as an Adjunct Auditor with the Division



Pinning ceremony for Major Cathy Elliott (L to R: Superintendent Keith Butts, Major Cathy Elliot, and Assistant Superintendent of Operations Duane Alsip.

of Field Audits, and has served as a member of the Department's Strategic Planning Committee. Major Elliot graduated from the Department's Police Academy becoming a Correctional Police Officer in February 2010.

"While it is true that the selection of a female for this position has tremendous historical significance, I want to emphasize that Major Elliot's promotion was determined solely on the basis of her experience, skills, and abilities," expressed Superintendent Butts. "During her distinguished career she has continuously demonstrated that she is an innovator, an outstanding leader, and possesses the essential capacity and proficiency to get things accomplished," added Superintendent Butts.

Since becoming Superintendent of the Pendleton Correctional Facility on June 6, 2011, Superintendent Butts has consistently communicated his vision for the facility to establish a leadership role within the Indiana Department of Correction by identifying and implementing best correctional practices and creating an operational model that other facilities will strive to emulate. "I see Major Elliot as serving a

Article continued on page 8

38 new officers graduate CTI

By Tom Patterson, Caseworker, Westville Correctional Facility

Speaking to 38 graduates of the Correctional Training Institute, Westville Correctional Facility Assistant Superintendent of Operations Mike Scott said they could make the difference, that they could be "change agents." It all comes down to respect Scott emphasized. "It's a two-way street. You respect the offender and can expect the same respect in return." "Respect is huge," he said. It is crucial and we all get tested. "You have to pass the test because your reputation will follow you. But it can sustain you, too," Scott said. "There are 3324 offenders at Westville, and that is a big challenge." But Scott felt the graduates were up to the challenge with more professional training and better preparation than ever before.



Tiffany Roberts, one of the new officers, said she got more from the academy this time than before. "I'm a rehire," she said. "I worked at ISP in 2008 and have chosen to return. I love the DOC," she stressed. "It is a chance to be a good role model and it is good respectable employment."

Article continued on page 11

My Story

By Randy Scoggan, Addiction Recovery Specialist, Branchville Correctional Facility

There have been quite a few co-workers and loved ones who keep reminding me how important it is to keep telling my story. I really never anticipated the impact I would make in this career but I guess others see it more than I do. I'm not sure if you or anyone else would be interested but I promised my family I would share my store with you.

I was born and raised here in Southern Indiana, in Bedford. I am 43-years-old and this is the short version of "my story". In my late teens and throughout my twenties, I fell in a bad prescription drug habit while I was attending Vincennes University. After many years of jails, drug rehabs, and finally prison, I knew I had to do something different with my life or the next step would be worse.

I was incarcerated for over 6 years in the Indiana Department of Correction from 1998 to 2004. While incarcerated I attended every Alcoholics Anonymous and Narcotics Anonymous meeting that was available and went to numerous church services. In addition, I eventually enrolled back into college and participated in the substance abuse program. After a couple years of working toward changing my life around, the administration staff asks me if I would talk to area youth groups. I agreed and it was the first step at the rest of a new life.

By the end of 2004, I was on my way to earn my Bachelor's degree in Business Administration. With only one semester left to complete, I filed a modification with the court. After learning that I had turned my life around while in prison, Lawrence County Superior Court granted my modification and released me on December 17, 2004. However, it was a bittersweet victory for me because I never got to complete my degree. I



Randy Scoggan with his fiancée.

knew the statistics on recidivism and I also knew I would need every tool available to compete in the workforce, especially now with a felony record. After careful consideration, I enrolled back into college and completed my B.S. degree in May 2005 as Valedictorian. I literally had to walk to and from school several miles because of not having a license and living in a shelter. Upon completion, I continued working with kids and doing many public speaking engagements at colleges, YMCA, church organizations, and many others.

In 2009, I enrolled back into college to obtain my graduate certificate in Substance Abuse Counseling. This was a year long program that certifies people in Indiana to become counselors. After two semesters, I received a call from my father and was told that the prison where I was incarcerated had called looking for me. As you can imagine, this put an instant knot in my stomach because I hadn't a clue why they were looking for me.

After two days of complete misery, I decided to call one of my past counselors at Branchville Correctional Facility to see if she knew why they were looking for me. It just so happened, that she was the one who called. The Department of Correction and the Substance Abuse staff had been keeping unofficial track of my accomplishments and successes. To my surprise, they offered me a

job to come and work for them as a substance abuse counselor. I told them I would need time to think about it. After all, it would be very difficult to walk back into a prison, let alone the one I was incarcerated at for many years.

After careful consideration, I accepted the job and walked into Branchville for the first day on October 17th, 2010 with my head held high. With all of the stresses that are behind these walls, I feel the staff here have been my biggest supporters. Instead of having to see offenders keep coming back on parole violations and new crimes, maybe now they see their job really does make a difference in some of our lives.

My family has been there for me through it all. I have recently become engaged to the most wonderful girl in the world, and life has never been better. And for all of those who believe in giving second chances, I would just like to say THANK YOU. ■

A Major Promotion

Article continued from page 7

vital and integral role in this process and believe she is the perfect fit for this position as we move forward to effectively and efficiently fulfill our mission of enhancing security and promoting public safety," states Superintendent Butts.

When asked to comment about her promotion, Major Elliot indicated that she was honored by this opportunity and is looking forward to future challenges. "With current issues facing the Department and the Pendleton Correctional Facility my goal is to pursue all avenues available that will enhance and ensure a more safe and secure Department and Facility," expressed Major Elliot. ■

Indiana state agencies collaborate for success

By Ann Hubbard, Public Information Officer, Miami Correctional Facility

From the prison to the hands of children, Miami Correctional Facility (MCF) is making a difference in young lives. Officials from the correctional facility recently toured the Indiana School for the Blind and Visually Impaired witnessing first-hand what the facility's Braille Project is doing for the school.

In 2008, MCF began a new project, which has grown by leaps and bounds and has saved the school as well as the taxpayer more than \$192,000. The program, now entitled Miami Accessible Media Project, began as a collaborative effort between the Indiana Department of Correction, Industries Division PEN Products, the Indiana Department of Education, Center for Exceptional Learners and the Indiana School for the Blind and Visually Impaired (ISBVI).

The program, which is one of PEN Product's joint-ventures at MCF employing 53 offenders, began with a goal to teach hand-selected offenders how to transcribe textbooks into Braille textbooks and in turn give them a sustainable skill to utilize upon their release from prison.

And it has exceeded all expectations. It was expected the offenders would need about a year to become certified and then begin their transcription work. But many of the hired offenders completed the training within nine months and moved on to additional training, such as music transcription, graphic transcriptions, converting textbooks into digital books, and turning the same books into large print books.

The program doubled in size in 2010, hiring more offenders to work in the different areas. And because of the complexity of the job they do, those



Superintendent Sevier observes students at the Indiana School for the Blind and Visually Impaired.

employed in the accessible media shop are held at MCF to serve their time to at least a year within their release.

"The facility's program is helping the state and is really making a difference," according to Jim Durst, ISBVI Superintendent. "It is saving the state considerable dollars and getting information and technology into students hands in a timely manner. It's a win-win." Not only are the offenders receiving employable skills, the state is receiving much needed educational materials at little to no cost.

Durst has over 35 years of experience in various capacities in the field of educating children and young adults who are blind or have low vision. He is President of the Board of Directors of the Council of Schools for the Blind – of which all schools for the blind and visually impaired in the U.S. are members – where he is able to lead initiatives and participate in the sharing of innovative and best practices and the development of national standards.

The Indiana School for the Blind and Visually Impaired is one of the largest schools for the blind and visually impaired in the country, in terms of its student population. ISBVI is frequently

recognized nationally by peer schools for its best practices.

"We are required by law to provide timely access...to have the same books to our students that sighted students have at the same time," Leslie Durst, Indiana Educational Resource Center Director, said.

"The goal isn't to expand the operation," she said of MAMP. The goal is to 'need' to expand because our reputation is gaining positive momentum and we are getting more and more orders."

For three years, the MCF program has been highlighted on a national level, Durst said of the MAMP. And that helps the school in creating that positive momentum.

"We can sell Braille to other states, and have, in fact, made approximately \$25,000 in profits from these sales," Leslie Durst said. "If you produce good Braille, everyone will come to you, but if you produce bad Braille, no one will come to you and they never will even if you try to improve."

The MAMP is creating a positive buzz throughout the nation and giving Indiana that stamp of "quality" it needs to promote its service and in turn make a profit at selling its wares. The competition comes in if no one has started transcribing the book into Braille. The first person to purchase the book assumes the initial cost to transcribe it. After that, the next customer only pays for the paper required to produce the book.

"We have spent \$23,000 for the original transcription of one geometry book in the past, Leslie Durst said.

"Everyone who orders this same book after that will spend significantly less to purchase a copy."

Article continued on page 10

Indiana state agencies collaborate for success Article continued from page 9

"Our highest wish is to connect with and serve more children, families, teachers, and schools throughout Indiana thereby furthering our national prominence as a center of excellence for the education of children who are blind and visually impaired," Jim Durst said.

Because of its strong national reputation, the Indiana School for the Blind and Visually Impaired is frequently able to attract highly qualified administrators and educators who add substantial value to the School. And, the School attracts students from other states whose parents move to Indiana specifically so their children can attend the School.

The Indiana School for the Blind and Visually Impaired educates on-site approximately 175 students in grades preschool through high school with students ranging from 3 to 22 years of age. The Indiana Educational Resource Center at the school serves students age 3 to 22 years of age who attend school in their local education agencies.

Most of the books that are being transcribed are being done for students in Indiana. And not only does the work that the offenders at MCF are doing help those students here, it will help in terms of money brought into the Indiana School for the project, through the marketing of these textbooks and accessible media to other states and agencies. The MAMP Program also gives the school local control and access to transcriptions, instead of waiting for another state or agency telling them when they can get them the books, Leslie Durst added. "We've taken accessibility to a more timely and sophisticated level."

"Seeing the school and the children was a great experience," according to MCF Superintendent Mark Sevier.

"It put things into perspective and gave me a good feeling, knowing that out of the negative environment of a prison can come some good. These children are just like every other child in our community and deserve the same education. I'm excited that MCF and its programs can provide them with those needed educational materials."

About the Miami Accessible Media Project:

MAMP, which began at Miami in 2008, is a collaborative venture between the Indiana Department of Correction/PEN Products, the Indiana Department of Education (IDOE), and the Indiana School for the Blind and Visually Impaired/Indiana Educational Resource Center. The goal is to provide low-cost, quality Braille, large print and PDF textbooks to Indiana's school age children, who are blind or have low vision, in grades Kindergarten through 12, in a timely and economic manner.

About the Indiana School for the Blind and Visually Impaired:

The Indiana School for the Blind and Visually Impaired is nationally and internationally recognized for its excellence and best practices in educating children and young adults who are blind or have low vision. The School is a critical resource for Indiana's children who are blind or have low vision and the teachers, parents, and caregivers who work with them. Every year, the school educates hundreds of children and young adults ranging from 3 to 22 years old and living in all parts of Indiana, many of whom, due to severe or multiple disabilities, other schools in the state have difficulty serving or cannot serve. The Indiana Educational Resource Center serves children, ages 3 to 22, who have visual impairments and attend school in their local education agencies around the state, with braille and large print

instructional materials as well as specialized aids and equipment.



Offenders in the MAMP program at Miami transcribe textbooks into Braille textbooks.

About Prison Enterprise Network (PEN) Products:

PEN Products is a self-sustaining statewide prison enterprise that uses offender workers to manufacture a variety of products. It is PEN Product's philosophy that prison industries should employ offenders in a way that, as closely as possible, emulates the free society workplace. It currently has 8 operations at MCF, which include a garment shop (which manufactures boxer shorts, pants, aprons, and a few specialty items), a chemical manufacturing shop (which manufactures janitorial, laundry, ware wash and personal hygiene products) and six joint-venture operations. Joint-venture operations are when a private company partners with PEN. Currently PEN works with Donaldson making dust collection filters; Calderon, packaging various types of towels and cleaning mitts; and the Miami Braille Project. MCF houses the largest PEN Products operation in the state. More than 500 offenders are employed at Miami which is 18% of the total prison population. This number far exceeds the national average for a correctional industries program. ■

Dogs Rule, Putnamville K-9 Squad Recognized

By Joe Asher, Public Information Officer, Putnamville Correctional Facility

A dog is man's best friend. Beyond friendship, it is also true that dogs can give a tremendous benefit to the general safety and security of Indiana citizens. This year, Putnamville Correctional Facility's K-9 Unit celebrates 30 years of dedicated service not only to the Indiana Department of Correction (IDOC), but also to the people of Indiana. In the work of trailing, narcotics detection, tobacco detection, and crowd control, for over three decades the dogs of the Putnamville K-9 Unit have made a positive difference in the lives of countless Hoosiers.

For success, K-9 units not only need good dogs, they also need good handlers. Those familiar with this branch of law enforcement know that dedicated correctional officers must tirelessly work together with their animals in order to effectively do each assigned task. Often K-9 teams are called into extremely stressful situations. Whether it is locating a lost child in a vast area such as Hoosier National Forest, or trailing a suspect through alleys and backyards, or finding tobacco or narcotics in a school setting, or providing crowd control for a prison compound, K-9 units approach each mission with a confidence that training and successful experience provides.

It takes many months of preparation for K-9 teams to become valuable. Dogs must be certified in obedience and then in advanced obedience. K-9 animals must also be trained to trail, or to alert on tobacco or narcotics. Further, some dogs must be trained in crowd control techniques. Because excellent preparation is necessary, handlers take their dogs into every possible environment in order to practice for any future unknown emergency. This means going out into all kinds of weather and working in



every conceivable location. But hard work and devoted service has its reward. "Our correctional facility's K-9 staff has worked with several outside agencies and the service has provided its own reward. It's an honor to respond to those in need", says Putnamville Assistant Superintendent Tim Phegley.

"It is the handshake of appreciation given by another law enforcement officer when a suspect is located or the quiet "thank-you" given by a high school safety officer when a drug

sweep concludes. The interaction with grade school children is also gratifying," continued Phegley.

Over the years, the Putnamville Correctional Facility's K-9 unit has received numerous life saving awards. Usually, in this scenario, a child or disoriented adult is found. In inter-agency work, the Putnamville Correctional Facility unit has also been called to help the Federal Bureau of Investigation (FBI) as well as law enforcement departments in Ohio.

The history goes back to 1981 when a group of Putnamville officers realized how trained dogs could assist in a variety of search and crowd control tasks. Current IDOC Pendleton Superintendent Keith Butts noted that "total dedication and relentless effort to be the very best we could be" was the theme as the K-9 unit began. Since that first day in 1981, the commitment to excellence continues. ■

38 new officers graduate CTI

Article continued from page 7

Trainer Todd Marsh expressed similar sentiments. He said he could see a very good grade of officer coming into the system. "They want to make a career of corrections and many have degrees," he said. He speculated on the different emphasis today. "There is lot more training in mental health, special need offenders, report writing and reentry." The 38 graduates made up a "good sized class," Marsh said and was pleased with the combination of candidates that will go to different facilities in the

northern Indiana region like Camp Summit Boot Camp and the Indiana State Prison.

New officer David Levine said he was impressed with the training and the depth of experience he found in the trainers. New to corrections, he did not know what to expect. Now with a taste of the work under his belt, he was anxious to tackle the job. He felt that training had given him an edge. "I have the self control needed," he explained. "I have learned how to de-escalate a situation and that is a vital skill." ■

MCF forms a new team

By Ann Hubbard, Public Information Officer, Miami Correctional Facility

Miami Correctional Facility has formed a new team, but unlike many of the teams geared towards safety and security, this team has been formed to look into ways to be more earth-friendly. They are "The Green Team".

Miami, like many Indiana Department of Correction facilities, has been tasked with finding ways to be more "green." After attending a conference on sustainability, Superintendent Mark Sevier, along with Lester Jeffries, Safety & Hazard Manager, and Jim Dibble, Physical Plant Director, formed the committee to look specifically at this facility's practices and how they could be improved.

The first step was forming a task force (the Green Team) and writing a mission statement. The team decided the facility is committed to a sustainable future and to improving the economic and environmental well-being of MCF. According to Jeffries, one of the co-captains of this team, the group hopes to inspire others to adopt practices that reduce energy usage and waste, in order to create a cleaner, more environmentally friendly atmosphere to work and live.

"In my opinion the Green Team is a vital part to MCF's operation, so it's vital we focus on the future and ways to improve upon it from present day," Jeffries said. "Not knowing how to be 'green' is no excuse anymore. It is imperative that we learn from our past mistakes and become knowledgeable about energy conservation, and recycling if we expect to survive into the future."

The team has been identifying the facility's wasteful practices, some of

which include the use of water and the use of lights.

An easy energy saver for staff is asking them to turn off their computer monitors each night. Computers are left on at night for updates, but the monitors don't need to be on for the updates to take place. According to team member Robin Burton, the savings from this combined effort could be significant. Some experts believe you can save as much as \$90 a year per household for powering down monitors, stereos, or any other small light source when not in use. The facility is also switching over to LED lighting and motion sensors in many areas. Dibble, the other co-captain of the team, said LED uses less energy than fluorescent lights and last two to three times longer. They are more durable than incandescent lights and fluorescent bulbs. Because the lights are more expensive than other bulbs the lights will be replaced as needed, so the cost to the facility will be gradual. The facility has already been replacing the "count" lights in the offender's cells with the LED lights.

The other lighting addition will be motion sensors, which will be placed in low-activity areas so that lights won't be left on for long amounts of time with no one in the room. One of the easiest things the team has done is to put out recycling bins for paper, cardboard, plastic and aluminum cans. Staff are being encouraged to put their recycling items into these bins, instead of the trash.

In just one month the team is already seeing improvements in its trash output. "We are recycling more than ever and the trash being picked up

at the Administration building is a fraction of what is used to be due to the items being placed in the recycle bins," Jeffries said. "With staff assistance we're helping to clean up our environment. We have already collected around 400 pounds of aluminum from recycling cans."



Offender Greg Barkdull welds a Soft Plastic Recycling Baler that will be used to recycle plastic bags.

The facility is also using some of its "incarcerated assets" to manufacture items to help in other recycling areas. Offender Greg Barkdull, who is a certified welder, was utilized to make a Soft Plastic Recycling Baler. This baler will be used to recycle plastic bags, etc.

An item the facility will be purchasing is a Styrofoam Densifier. The Styrofoam Densifier will melt down the facility's styrofoam into a semi-liquid state that can be formed and shaped. The foam will be sold to a recycling company for up to 20 cents per pound.



IDOC Going Green

Re-Entry Living and Working Green

By Alisia Lawrence, Public Information Officer, Putnamville Correctional Facility

As prisons become increasingly more multifaceted, it is important that we acknowledge the economic challenges that face corrections. Fortunately, Indiana has leaders who recognize those challenges as an opportunity to effect change that will be economically sound and have a positive impact on our environment. No where is this evidenced more than the efforts to make prisons more sustainable.

Cited as one of the leaders in prison sustainability, and the recipient of several environmental awards, the Putnamville Correctional Facility under the leadership of Superintendent Stanley Knight, continues the incorporation and expansion of environmentally friendly practices, sustainable initiatives and the use of "green energy" into everyday activities. The conservation of electricity, water, natural gas, steam and the use of wind energy have provided an unprecedented monetary saving for the facility and to the taxpayers of Indiana. A 10 kilowatt windmill supplies the facility's Training Department with daily power requirements; the installation of water conservation system has reduced water consumption from 547,114 gallons per day to 236,493 gallons per day; the installation of a bio-mass boiler has generated a \$850, 157.00 annual savings; upgrades and replacement of steam traps and pressure regulating valves has reduced the facility's steam load by 32%; recycling sales have generated an annual revenue of \$58,000.00; and compost operations have saved

the facility approximately \$35,000.00 per year equating to an annual total savings of over one million dollars.

Sustainability initiatives have also provided an invaluable service to surrounding communities. With the purchase of a state-of-the-art seeder, the facility is recognized as the only regional site that separates seed from harvested flowers. The Indiana Department of Transportation uses the seed to plant along Indiana highways, in rest parks and State recreation areas. Aesthetics is not the only reason for maintaining a viable seed center at the facility, the planting of flowers along Indiana roadsides aerate soil and deter soil erosion.

Putnamville serves as a model for other facilities. State representatives from across the country recognize the benefits and monetary savings of going "green" and have toured Putnamville programs and gathered information with the intent of starting similar programs in their states. Living and working green may be the future of our prisons. It promotes economically and environmentally sound practices, increases the number of offender jobs at the facility level and provides offenders with marketable, "green" job skills; skills that that can be utilized in our communities after their release. Because at the forefront of our endeavors, the nature of our business is still Re-Entry. ■

MCF forms a new team

Article continued from page 12



Rain water barrels at MCF

Rain water harvesting is yet another way the facility is going green. Barrels constructed by the Maintenance Department out of materials on hand for a cost of just \$7.54, will be put in several areas to collect rain water. This water will then be used for spraying herbicides, watering flowers around the facility, use in the greenhouse and for washing the Styrofoam containers that will be put in the Styrofoam Densifier.

"The Green Team is only in its infancy, but already the facility is seeing some significant changes for the better," Superintendent Sevier said. "It's amazing what the Maintenance Department has been able to come up with by using just spare parts that have been lying around the facility. I look forward to seeing what the future holds in the way of cost savings and inventiveness."

THE PAST IS OUT OF OUR HANDS, BUT THE FUTURE IS OURS TO CARE FOR, RECYCLING IS THE WAY! ■

Offenders recycle plastic by the ton

By Tom Patterson, Caseworker, Westville Correctional Facility

PEN Products is the prison industries branch of the Indiana Department of Correction. PEN Products offenders working at the Westville Correctional Facility separate plastic, usually CDs and DVDs, at a rate of 40,000 pounds per week. Foreman Supervisor Rob Wright said the material is shipped in by the truck load and is often "overstock," sometime all the same DVD movie or CD.

Offenders pull the disks from their storage cases or sleeves and separate the different types of plastic, all to be ground up and sent back to manufacturers who make more plastic products. DVDs are metalized polycarbonate, different from other plastic, according to Wright. The work is ongoing and PEN runs two six-hour shifts of 50 offenders each, five days a week on the separation task.

The jobs are recognized by the United States Department of Labor and offenders receive certification after completing around 2000 hours. The

pay scale is 35 cents an hour. "You may be drinking from a plastic cup that came through this process," Wright said. Standing near his office upstairs that overlooked 100 giant cardboard containers each holding 150 pounds of CD or DVD plastic, the foreman said PEN has been in operation nearly a century and teaches a skill set and work ethic. "They leave here better able to return to society." ■



Offender Raymond Beard separates the case from DVDs. The plastic is then ground and returned for remanufacture. He says he looks forward to work each day and will be certified when he leaves, which will help him get work on release.

PNJCF Green Initiatives

By Elmer Blevins, Physical Plant Director, Pendleton Juvenile Correctional Facility

In July 2011, Pendleton Juvenile Correctional Facility revised the facility recycling program to meet the goals of the Department and Greenprisons.org. The Facility began collecting all cardboard, office paper, plastic drink bottles and aluminum cans from the trash receptacles. The intent was to sell the materials with the proceeds going to the IDOC Recycle fund.

In August, IDOC Construction Services Director Kevin Orme offered to purchase a high density baler for our facility enabling us to expand our recycling operation. At that time we began collecting all types of plastics, books, magazines and newspapers. In September, Pendleton Juvenile began collecting Styrofoam with the hopes of obtaining a Styrofoam Reclaimer for the region that will enable the facility to process materials from other nearby facilities. Since July, the facility has collected 161 cubic yards of recyclable materials that would have been headed to the

land fill. When these materials are baled, they should yield an estimated 36 bales. An average price at today's market value would be \$100.00 to \$120.00 per bale. Pendleton Juvenile has also reduced the amount of solid waste going to land fill by 80%. This will result in the facility's solid waste disposal fees being drastically reduced in the future by as much as 80%.

Since July, 10,300 pounds of sheet metal, 181 pounds of aluminum cans, 819 pounds of copper and brass and 55 pounds of batteries have been recycled. The proceeds from the sales of the metals totaled \$3,319.34 which was deposited into the IDOC Recycle fund. Future plans are to establish a drop off center where the community and staff could drop off materials to be recycled. If approved, the materials would be collected and processed by student volunteers. The students that volunteer and selected would be enrolled in an appropriate U.S. Department of Labor Apprenticeship program. ■



Rob Wright is foreman supervisor of PEN Products operation. In the background is approximately 7.5 tons of separated plastic, less than a third of what is done weekly.



In Honor of Those Who Serve

To Serve

By Heather Robertson, Public Information Officer, Rockville Correctional Facility

Do you remember your life at age 19? Maybe you were just out of high school, trying to decide whether to go to college or enter the work force. Maybe you were just married and starting a family. Maybe your life revolved around a new relationship and all the drama of new love. Now that you are thinking back to those young, carefree days, imagine yourself in a jungle near the beach in a town called Da Nang, Vietnam. You have just been thrown to the ground and impaled with shrapnel from a land mine that exploded behind you, watching your fellow soldiers suffer the same, sometimes worse, fate.

This is how Officer John Dressler earned his first Purple Heart in the Vietnam War.

He began his career with the United States Marine Corps as Private Dressler with the 2nd Battalion, 3rd Marines Division, F Company in August of 1967. At the tender age of 19, he was sent to a Naval hospital in Guam to recover from that land mine explosion. He had shrapnel embedded in his thigh and elbow and the explosion had caused a concussion and the shattering of his left ear drum. To this day, he still suffers from 50% hearing loss in that ear and occasionally, shrapnel still emerges from his leg and elbow.

Upon his recovery, he was sent back to Vietnam where he was assigned to the Post Office due to his hearing loss. His job was to deliver mail to his fellow troops, a job designed to keep him out of the line of fire. Yet, three to four

months after his return, his company was hit with incoming mortar from the Vietcong. And yet again, Lance Corporal Dressler was struck, this time in his back, with shrapnel. The battle raged on for three hours, ending with a victory for the United States and a SECOND Purple Heart for Corporal Dressler, his rank upon honorable discharge in September of 1968.



Officer Dressler speaks with a crew member from 44 Blue Productions during the filming of *Breaking Down the Bars* at Rockville.

Yes, it is hard to imagine a teenager suffering not one, but two life-threatening wounds while serving his country somewhere far away as so many of our young men and women are doing today; yet, John will tell you there is nothing better for a person than a couple of years in the military. He says it “teaches you what leadership means and makes you a better person”.

John returned home from Vietnam and worked for Hercules in Terre Haute for 35 years until the company down-sized. He became Officer John Dressler when he came to work at the Rockville Correctional Facility in March of 2003 at the suggestion of a friend who also worked at RCF.

Since beginning his career at RCF, Officer Dressler has worked in the CLIFF unit (Clean Lifestyle is Freedom Forever) where he has enjoyed being a group leader, teaching Thinking for a Change and earning the reputation of having the least number of offender returns. It seems Officer Dressler has found another niche where he can continue to serve his community. ■

Memorial Tour

By Jacquie Mize, Casework Manager PLUS
Wabash Valley Correctional Facility

Do you remember the Wabash Valley Correctional Facility PLUS memorial flag quilt? The memorial flag quilt is approximately 30' x 40' with 6500 squares. Each square represents a Fallen Hero from the Afghanistan and Iraq wars. The idea came from PLUS participants Kevin Henry and Randy O'Brien, who both served in the Marine Corps. They dreamed of making a tribute to all Fallen Heroes to commemorate their ultimate sacrifice.



The Honor Flag hanging in the Sullivan County Court House.

6261 names are now on the quilt. “I hate that we have to add names to it but it’s an honor every time we do it,” Henry said. The flag quilt has gained local, even national attention. “It has traveled to several veterans’ homes, Sullivan County Courthouse, Green County Courthouse and several other local and state agencies. “It would be awesome to see it travel even more” Henry said. “Then more people would get a chance to see it and find their loved ones or friend’s name on there.”

New STG Initiatives at the Pendleton Correctional Facility

By Neil Potter, Public Information Officer, Pendleton Correctional Facility

New initiatives recently launched at the Pendleton Correctional Facility focusing on issues associated with Security Threat Group affiliated offenders are attracting significant notice and attention throughout the Department.

Superintendent Keith Butts and his staff have undertaken a comprehensive and boldly assertive approach to identify and implement strategies intended to eliminate the power and influence of security threat groups at the facility.

A concentrated and collaborative effort was instituted which has included involvement by Administrative, Internal Affairs, Custody, Classification, and Unit Team staff in order to identify STG affiliated offenders and to re-classify and re-assign them on the basis of their potential threat to the security of the facility. As the result of this detailed and extensive process, active STG offenders have been re-located to more secure housing, removed from jobs and program assignments, and excluded from various other activities and count letters.

Article continued on page 18



In Honor of Those Who Serve

Support Our Troops

By Alisia Lawrence, Public Information Officer, Putnamville Correctional Facility

The co-worker that no longer fills the post, the pictures on bulletin boards of those who have been deployed are constant reminders that a father, mother, daughter, son, acquaintance is no longer in our company.

Over the years, staff at the Putnamville Correctional Facility has shown support of our deployed military staff by sending care packages to our men and women overseas and to their families. We are always cognizant of the sacrifice that they and their families have made, and, as we lay comfortably in our beds we think of those sleeping in cots and tents. As we adjust the thermostat, we are mindful of those working in hot, dirty conditions in other countries; and, most importantly, as we make our way to work each day, we are thoughtful of those who travel life-threatening terrain in our stead.

In June 2011, The Putnamville Correctional Facility was the recipient



Indiana National Guard Adjutant General Martin Umbarger presents Putnamville staff with the "Above and Beyond" award.

of the "Secretary of Defense Freedom Award" and the "Above and Beyond Award" in recognition of outstanding service to and support of military men and women. Although appreciative of the recognition, our greatest reward has been in knowing that our efforts have made their journey a little more comfortable; in letting them know that the challenges that they face are appreciated; and in reminding them that even though they are miles away they are not forgotten. ■

Memorial Tour

Article continued from page 15

"You have to witness the magnitude of the flag quilt in person to truly appreciate it, and what it stands for", said Jacquie Mize PLUS casework manager. There is an audible silence in the PLUS unit when participants are adding names to the squares, a great sense of pride, mixed with sadness. Viewing the quilt flag is truly a humbling experience.

Henry and others plan to keep adding names of the fallen, as needed, until all of the troops come home. Wabash Valley is encouraging any organizations that would like to display or make this flag quilt its permanent home to call (812) 398-5050 ext. 3106. Ms. Ranard will be happy to take your call. ■

Offenders participate in Thinking for a Change

By Tom Patterson, Caseworker, Westville Correctional Facility

A class of felons--killers, thieves, extortionists, drug dealers? All true. Offenders--difficult, distracted, acting out--not a chance. This is a class on thinking for a change. Facilitators Tina Watts and Diane Malfese moved the class along and the offenders participated. They wrote lists on the blackboard and answered questions. It was an easy going class and the offenders were comfortable. There was class discussion and subject matter was covered.

Thinking for a change – ask the offenders – just how necessary is it in their lives? What difference does it make?

The topic today was choices vs. consequences with lots of examples. What if on a date you suddenly realize you did not have your wallet? The offenders called out choices--ask for an IOU, ask the person next to you, make a dash out of the restaurant--all choices--all with consequences. So what are the consequences of these actions? Watts asked.

The offenders were talkative and answers flew across the room. The offender at the blackboard could hardly keep up. Watts kept it light but under control. There were different offenders called upon to help, to answer, to do their part.

Some did not realize what was happening. It was subtle. It was subconscious. There was give and take-- they were thinking for a change. It was all part of a long series of classes, 25 in all--conducted over months. There was homework, class work, thinking that had to be done. Stop and think. Plan your actions. For some this was something new.

Among the basic tenants of Thinking for a Change are: Thinking for a Change is a cognitive-behavioral program, governed by a simple, straightforward principle-thinking (internal behavior) controls actions (external behavior).

It is necessary to target offenders' thinking in order to change their actions that lead to criminal conduct. Some offenders engage in criminal conduct because they are under socialized, lacking a repertoire of pro-socially acceptable responses to their daily lives.

Over the years the course has proven itself, but there is an occasional exception. With twenty two lessons done and the end in sight, Malfese and Watts were chagrined to find one participant was involved in an altercation.

It cannot change all offenders, according to Dr. Thomas Allen, Lead Psychologist at Westville. Maturity, age, background, and even ethnicity have much to do with it. Motivation to change is crucial. Offenders who attend to only get a time cut are subject to failure, according to Allen. The offender's core beliefs-- a lifetime of habit, experience, exposure, patterns of thinking and influence of peers are challenged in the course.

New automatic responses to physical and emotional confrontations



Lead psychologist Dr. Thomas Allen says offenders may have to hit bottom before they are willing to accept the changes in behavior that "Thinking for a Change" can bring.

encountered daily in prison life have to be learned. "We can only open the door to better thinking," the psychologist said. "Lead the horse to water, so to speak."

Meanwhile Malfese and Watts use a combination of approaches to increase offenders' awareness of self and others. The class is meant to bring the offenders attention to attitudes, beliefs and thinking patterns and

teach some basic social skills that offenders may not have practiced before.

Their way of thinking supports and justifies the serious offenses they commit, according to Dr. David Meichenbaum and Dr. Albert Ellis researchers in the field. Behavior change cannot take place for these individuals until they become aware of their thinking and see a reason to change.

Social Learning views the individual maladaptive behaviors as learned. "For many offenders these learned antisocial thoughts and actions become the central means by which they cope with life. Strong internal reinforcements such as feelings of excitement, pleasure and power offering immediate gratification maintain these behaviors," Albert Bandura and others conclude. The concepts for this class are hardly new and have been studied for decades with the hope of changing offender behavior.

One offender graduate of the course said, reiterating one of the basics taught, "I have to stop and think what I have got to lose?" ■



Offender Casey Harper does his part at the blackboard. The topic was choices and consequences.

New STG Initiatives at the Pendleton Correctional Facility

Article continued from page 16

Superintendent Butts has indicated that mechanisms have been established to constantly monitor, review, and evaluate confirmed STG offenders in order to assess their suitability for access to work opportunities and other privileges afforded to the offender population. Successful completion of a "Thinking for a Change" program has been implemented as a pre-requisite for offenders receiving consideration for the restoration of other programs and privileges. In addition to the utilization of the "Thinking for a Change" program, the facility is partnering with the Correctional Training Institute in developing an anti-gang curriculum for the purpose of deterring offenders from Security Threat Group affiliation and involvement. Once developed, this material can also be utilized as a useful training aid for staff.

During a recent Leaders Call, Executive Director of Adult Facilities James Basinger recognized PCF and characterized these operational changes as best correctional practices and he encouraged other Superintendents to visit the facility to observe this process. Following a Vulnerability Assessment conducted at the facility, Executive Director of Staff Development and Emergency Operations Richard Curry commented on the tremendous strides the facility has made in reducing violence and the number of critical incidents during the last several months.

"I can't begin to express how proud I am of the tremendous work our staff has done to implement this elaborate process," expressed Superintendent Butts. "I am firmly convinced that much of the success we are experiencing can be directly attributed to the efforts and resources we have committed to this project," added Superintendent Butts. ■

Second Class of Correctional Police Officers Sworn In

By Richard Curry, Executive Director Staff Development Emergency Operations

On September 28, 2011, 32 new Correctional Police Officers were added to the ranks of the Indiana Department of Correction (IDOC) during a graduation ceremony held at the Correctional Training Institute in New Castle, Indiana.

Various dignitaries, guests, and family members were present to witness the event which included IDOC Commissioner Bruce Lemmon, members from the Department's Executive Staff, Superintendents and other leaders from the law enforcement community. The key note speaker for the ceremony was Michael Lindsay, Deputy Director of the Indiana Law Enforcement Academy.

"Correctional Police Officers (CPO) have become a vital part of our operation and the safety and security of our facilities. During recent incidents, CPOs were instrumental in the successful capture and arrest of walk aways. We are proud to congratulate these men and women in their achievements and thank the Indiana Law Enforcement Academy for their collaboration and support," stated Commissioner Lemmon. The Honorable Judge Bob A. Witham from the Henry County Superior Court performed the swearing-in and oath to the new officers. "This is a great occasion, and is the climax of all the hard work and dedication of these agency staff that chose to go the



IDOC Commissioner Bruce Lemmon addresses the graduates and attendees.

"extra mile" by completing this program" stated DOC Police Chief Richard Curry.

The Indiana Department of Correction Police Force was formed in 2009 with the passing of House Enrolled Act 1132 which authorizes the Commissioner of the Indiana Department of Correction to appoint certain individuals as Correctional Police Officers and grants them certain police powers in connection with an offense on the department property or involving an offender committed to the department. The current graduating class expands the police force to 72 members, one of the largest agencies in the State of Indiana. ■



The second class of Correctional Police Officers are sworn in.

"The Emanuel Project-Art for Kids" Mural Unveiling at Madison Juvenile Facility

By Shannon Bowling, Public Information Officer, Madison Juvenile Correctional Facility

Madison Juvenile Correctional Facility (MJCF) hosted an "unveiling" of the murals created in our participation in "The Emanuel Project-Art for Kids" on Friday, September 30, 2011.

MJCF is the project's first expansion into Indiana after working with many facilities in southern states. The Emanuel Project provides art supplies and creative learning opportunities for incarcerated juveniles, engaging them in the classroom, reducing behavioral problems, and improving academic success. The multi-faceted project is named after Emanuel Martinez, a master painter and sculptor. In addition to providing art supplies for facilities, it also provides guidance and assistance from art professionals in developing art projects for the students in the facilities.

The highlight of the project was the visit from Emanuel Martinez where he personally worked with approximately 20 MJCF students to create three permanent wall murals in the hallway outside of the Student Dining Hall. The first of the three murals represented the diversity within the facility, and society, coming together. The second mural reflects the different MJCF "Words of the Month" that the students try to keep in the front of their mind and reflect in their behavior. The third mural reflects the choices each student has upon their release for a successful future. Emanuel came



New murals line the halls at Madison Juvenile.

to MJCF on September 19, 2011 to begin the process. The murals were revealed to the general public at 10:00 a.m. on Friday, September 30, 2011. Representatives from the Madison community, the Madison Courier and Division of Youth Services Executive Director Mike Dempsey were just a few of the attendees.

Information on Emanuel Martinez: As a painter, sculptor, and muralist, Emanuel Martinez occupies an outstanding status among nationally known artists. Three of his artworks are in the permanent collection of the National Museum of American Art, Smithsonian Institute in Washington, D.C. Emanuel has won numerous awards, and participated in prestigious invitational shows. He makes his home in Colorado. Andrew Connors, National Museum of American Art, Smithsonian Institution says this about Emanuel, "Emanuel Martinez is an artist whose art speaks to the cares, concerns and culture of us all. As an educator and community

activist, Martinez has helped young people find ways to make their voices heard." His story includes having spent some time institutionalized at a young age and discovering that his artistic talent was a way that he could express himself and make it out of his current situation. Using the charcoal from the tips of burnt matches, he would draw. He has never forgotten the benefits his artistic talent brought him and has dedicated a great portion of his life to bringing that to other youth. Some four decades later he is still going into facilities, providing

supplies and teaching first hand the power of art in self expression. To learn more about Mr. Martinez you can visit his website at www.emanuelmartinez.com.

Madison Juvenile Correctional Facility provides a safe, supportive environment for committed female adolescents and encourages the development of responsible young women. MJCF is a maximum security juvenile correctional facility that has the ability to house 167 students. It is now the only female facility in the state of Indiana, and the only reception and diagnostic center for newly committed female youths. MJCF offers a number of groups that address the needs of its student population, including: Criminal and Addictive Thinking, Cage the Rage for Women, Voices, Healthy Relationships, Employability Skills, Substance Abuse, Relapse Prevention, Suicide Prevention, Grief and Loss and several others. ■

Reflections of Pride: The History of the Indiana Department of Correction Museum

By Greg Brown and Matt Andrick, Correctional Training Officers, Correctional Training Institute

The Indiana Department of Correction has reached another milestone in the history of corrections in the Hoosier state. The IDOC has established the “Reflections of Pride: The History of the Indiana Department of Correction Museum” at the Correctional Training Institute in New Castle, Indiana.

Patrons of the museum will find numerous artifacts of historic interest. Some artifacts include the original bell from the prison at Jeffersonville, the original hand written sentencing decree and intake documents for inmate #1, old staff uniforms, security and personal protection equipment, offender made items, and displays of Indiana’s most notorious inmates.

The purpose of the museum is to create a repository to share the history of the Indiana Department of Correction with others throughout the state of Indiana. Indiana currently has 21 adult and 6 juvenile facilities serving Indiana’s 92 counties.

Indiana’s rich correctional history began in 1792, while the state was still a part of the Northwest Territory. Indiana’s penal facilities were then autonomous. The Northwest Territory Prison, a fort-style prison, operated near Lafayette. Another fort-style prison, operated by the French, was located near Vincennes.

On May 7, 1800, the Indiana Territory was established which brought dramatic changes to Indiana and corrections. A fort-style prison opened at Jeffersonville about 1805. Later, the Jeffersonville State Prison opened in stages in 1819-1820 which housed all inmates including males,



IDOC Commissioner Bruce Lemmon and others admire the artifacts on display.

females, and juveniles. Corydon was the capital of Indiana then.

In 1860, the Indiana State Prison-North was built in Michigan City. At that time, the Old National Road (U.S. 40) geographically determined which prison received inmates, Indiana State Prison-North or Jeffersonville State Prison, south of U.S. 40.

Another key change in Indiana corrections came in 1867 with the opening of the House of Refuge for Wayward Boys in Plainfield which separated adult and juvenile males. Indiana corrections advanced forward with leaps and bounds with the opening of the Indiana Reformatory for Women and Girls in Indianapolis in October 1872. Indiana was the first state to build a facility for female offenders.

The Indiana legislature changed the names of prisons in 1897. Jeffersonville became the Indiana Reformatory at Jeffersonville and the Michigan City facility became the Indiana State Prison. Males over age 30 went to the Indiana State Prison and those under age 30 were assigned to the Indiana Reformatory at Jeffersonville.

The Indiana Girls’ School in Indianapolis was established in 1907 which separated women and girls. Another change to the landscape of corrections in Indiana came in April 1915 with the opening of the Indiana State Farm at Putnamville. This facility housed only misdemeanor inmates. A fire destroyed about one-third of the Indiana Reformatory at Jeffersonville on February 6, 1918. Fortunately, there were no escapes or loss of life. In the autumn of 1923, the Indiana Reformatory was opened at Pendleton as a result of the fire at the Jeffersonville facility and increasing numbers of inmates.



The museum is located at the Correctional Training Institute in New Castle, Indiana.

The “Indiana Corrections Act” chartered the Indiana Department of Correction in 1953. This legislative action centralized the control of prisons, and the Indiana Department of Correction was governed by a three-person board from 1953-1960.

In 1960, the position of “Commissioner” was established by the legislature. This position is appointed by the Governor.

Article continued on page 23

Residents "Have Their Say" on BBC's Live Radio program

By Gaylie R. Cotton, Public Information Officer, Indianapolis Re-Entry Educational Facility

Indianapolis, Indiana (September 7, 2011) – On Tuesday, September 6, 2011, residents at the Indianapolis Re-Entry Educational Facility had their say as guests on the British Broadcasting Channel's (BBC) popular radio program "World Have Your Say" (WHYS), a London-based show with a world-wide audience. WHYS is hosted by Ros Atkins and airs on WFYI National Public Radio 90.1 FM-Indianapolis.

WHYS is a one-hour show in which discussions are driven by guests on the program and call-in listeners and topics generally have a global impact. After touring IREF and Prison Enterprise Network (PEN) Products, which is located within facility grounds, and after speaking with several IREF residents, Atkins aired the show live from the prison yard where residents and staff gathered to listen to the program. A panel of six residents, IREF Superintendent Beckie Bennett and Community Programs Coordinator Richard Rosales discussed re-entry efforts and the residents' impending release back into the community and answered questions posed by WHYS's listening audience.



Resident Darrell W. answers a call-in question from WHYS listener.

Executive staff from IDOC Central Office, PEN Products, and Marion Superior Court Judge David Certo arrived at IREF prior to the show and answered questions about the American Judicial System, reform, and Indiana's criminal sentencing laws.

Along with radio presenter Atkins, Nuala McGovern and Producer Simon Peck from the London-based show arrived in America recently to report on the 10-year anniversary of the al-Qaeda terrorist attack of September 11, 2001, and the United States' recovery from one of the most pivotal events in American history.

Gregory M., Greg E., and David D., three of the six residents who participated in the broadcast, were sentenced to Indiana prisons prior to the September 11, 2001 attacks, and will return to a society much different from the one they left over 10 years ago. Darrell W., Josh B., and Bryan S. were imprisoned after September 11, 2011.

In response to a New York listener's questions about what type of America they expected to find once released, Greg E. expressed his optimism about his approaching release and the American society's capacity to forgive. "I think the great thing is we're coming back into a society that we are familiar with in the United States, where people support each other, and people are about the right things and goodness for the most part," said Greg E. "In a general sense, most people in our society understand we just made a mistake, it's not a situation that defines us." Josh B., who was committed to IDOC in 2010 on drug charges and has 13

months of time left to serve, says he believes society needs to realize most incarcerated individuals have changed and want to be productive in their communities. A WHYS listener in Uganda asked how the residents will live in a society that casts such negative views of people who are incarcerated. "It's hard to come in here and have people look at you like you are a criminal when you actually just made a mistake," Josh said. "Society has to look at us in a different way. A lot of us want to be a part of society again."



Resident Greg E. leads WHYS show presenters on a tour of IREF before taping the radio program.

After taping the one-hour show, which aired live at 1:00 p.m. Indianapolis time, the panel taped a second live show that aired live from a WHYS broadcast in Africa.

WHYS is the second radio program to air live from IREF. On September 8, 2010, WTLC-AM Radio One radio talk show "Afternoons With Amos", hosted by Indiana Hall of Fame award winning broadcaster and newspaper journalist Amos Brown, visited IREF and aired a show about

Lions Eyeglass Recycling Center

By Jessica Rain, Casework Manager, Westville Correctional Facility

I have worked at the Westville Correctional Facility Control Annex for the past three years. I have seen offenders come and go. I have seen staff retire, but one thing has remained in my vision, the Lions Eyeglass Recycling Center.

Gene Rice, International Director of the Lions Club, relates the Eyeglass Recycling Center came to Westville Correctional Facility in 1994. He describes this as a win-win situation. Not only does the Lions Club get excellent service and outstanding numbers, the offenders also gain work experience and learn responsibility through a hard days work. Both are very important when it comes to teaching re-entry.

Since coming to Westville Correctional Facility, the Eyeglass Recycling Center has been moved from GSC to IC and is now making its home at Westville's Level One Unit; Westville Control Annex. The current program participants have taken the motto of the Lions Club 'We Serve' and have developed their own mission statement, "As an employee of eyeglass; I will practice honesty, teamwork and the willingness to serve by providing the best quality eyeglasses for those in need of the gift of sight." This was inducted in October 2010, because the offenders want others to know, THEY SERVE TOO.

The offenders were given the opportunity to paint murals at their work stations. These murals represent the Lions Club history and have paintings of recent mission trips. Program participants also leave their mark on the 'Wall of Fame' when they graduate from the program. Offenders are able to write their praises on the wall to inspire future program participants.



Currently, we have 23 offenders assigned to the Eyeglass Recycling Center. While in this program, the offender must complete 2,000 working hours and 144 class room hours. Once each offender has completed all of these requirements, he may be eligible to receive six months off of his sentence.

The Lions Eyeglass Recycling Center at Westville Control Annex processes approximately a half of million pair of eyeglass annually; that is about 40,000 a month. Each pair of

eyeglasses goes through the following 6 steps:

1. Receiving and Separation- this first step is sorting the glasses by single vision, bifocals, children's, etc.
2. Washroom- here the glasses are washed with a vinegar and water solution
3. Reading Room- in this phase the prescription of the eyeglass is measured on a lensometer machine
4. Sort Table- here the glasses are sorted by right eye prescription and gender
5. Packing and Shipping- in this step, the eyeglasses are picked in accordance to the order form
6. Storage- in this last step, the glasses are stored and ready for the mission. ■

Residents have their say on BBC's Live Radio program

Article continued from page 21

job preparedness and community transition programs. IDOC officials and residents answered call-in questions from the show's Indianapolis listening audience.

About Indianapolis Re-Entry Educational Facility (IREF): IREF is a minimum-security level facility that maintains public safety while providing residents the skills required for successful re-integration into the community, with the ultimate goal of reducing recidivism.

About World Have Your Say (WHYS)

World Have Your Say is an ongoing global conversation between listeners around the world and WHYS, and is hosted by BBC News. Listeners and WHYS communicate via WHYS blog, Facebook, Twitter, and other BBC radio and television programs. ■

Reflections of Pride: The History of the Indiana Department of Correction Museum

Article continued from page 20

One of the most influential men who shaped corrections in Indiana was George A.H. Shideler. He was born November 23, 1863 and died December 11, 1923. Shideler married Margaret Ball on July 26, 1894, daughter Charles A. Ball. Mr. Shideler's accomplishments included:

- Chairman, Board of Trustees for the Indiana Reform School for Boys
- Warden of the Indiana State Prison
- Last Warden at the Indiana Reformatory at Jeffersonville
- First Warden of the Indiana Reformatory at Pendleton
- Chairman for the Commission of location, and construction of the Indiana State Farm
- Member of the Commission for location of the Southern Hospital for Insane (at Madison)
- Twice elected to State legislature in 1896 and 1899
- Implemented first classification system in Indiana corrections on October 13, 1897:
 - classification served to categorize, punish, and reward inmates
 - classification helped determine readiness for release
 - classification placed inmates in three categories (1 = best, 3 = worst) ■

Kids Say the Darndest Things!

By Rich Larsen, Public Information Officer, Wabash Valley Correctional Facility

For over 10 years now I have been privileged to be part of the Legal Education to Arrest Delinquency (LEAD) program through the Purdue University Cooperative Extension Service. LEAD is coordinated through 4-H Youth Development staff around the state, and I work with elementary schools in Daviess and Vermillion County. During the course of the school year 5th grade students, the target audience, learn about the legal system and have a variety of speakers from local law enforcements, courts, etc.

Take it from me, talking to 5th graders about the Indiana Department of Correction and specifically the Wabash Valley Correctional Facility can be a challenge. You would be amazed at the questions they come up with and the interest they have in what goes on "inside." To be sure, I talk about our emphasis on offender successful re-entry into society and the multitude of programs geared to get them "on the right track." But you are never quite sure how the talk went or if the youngsters get anything out of it. Well, recently I received a packet of letters from Jane Ann Beard, the Extension



Educator who coordinates the Daviess County program. Here are some excerpts from those letters:

"Thank you for telling me about what it's like in jail. I hope I never go to jail."

"Thank you for telling us how jail is. Jail must have been hard to go through. The food must have

been nasty. Did you have a cell mate?" **(Whoops, need to be clearer.)**

"Thank you for teaching us about what it's like to be in jail. I seriously don't want to go to jail ever in my whole life. I know you don't like it, to be in jail because you have to work hard, be sure to try not to go to jail again." **(Hmmmmmm...)**

"You made things clear. I never knew anything you said to me, so it was new news to me. Thank you for sharing them stories to us. I even passed them on to my friends."

And so it goes. The youngsters are a delight to talk to and get feedback from and if doing this program helps just one person... well you know the feeling. ■



INDIANA DEPARTMENT OF CORRECTION

Indiana Government Center South
302 W. Washington Street
Room E334
Indianapolis, IN 46204

Correctional Facility Contributes to St. Jude's Cancer Research

By John Schrader, Public Information Officer, Westville Correctional Facility

Would you be willing to take a pie in the face if you knew it was for a good cause? The Superintendent and Major of the Westville Correctional Facility recently did....lots of times.

Buffalo Wild Wings in Michigan City sponsored a pie throwing event this fall to help raise funds for cancer research at St. Jude's Children's Hospital.

Local businesses were invited to designate an employee to take a cream pie in the face with all proceeds going to St. Jude's Hospital cancer research.

Dozens of businesses and agencies took part in the event, including the Michigan City Police Department, Coolspring Volunteer Fire Department, Pop Warner Football League, Michigan City High School, LaPorte Savings

Bank, and Matey's Bar and Grill among others.

Superintendent Mark Levenhagen and Major Danny Forker of Westville Correctional Facility donned their plastic bag raincoats and took their seats of honor. With several hundred dollars already donated by staff and inmates, everyone got to throw some pies.

In the end, the facility was responsible for raising \$791. Overall the event brought in \$ 2409.

Both the Major and Superintendent noted "Westville staff play as hard as we work. Our public service goes beyond our daily jobs, and the inmates learn that even while in prison, they can do things to help others with greater needs."

About Westville Correctional Facility:

Westville Correctional Facility was converted from a state mental health hospital to a prison in 1977. It is situated on over 700 acres in La Porte County, and contains minimum, medium and maximum security units. Nearly 3400 offenders are housed at WCC, and over 2400 are returned to the community annually from WCC.

About the Department:

The Department employs over 7,000 employees and houses 29,000 adult and juveniles in 28 facilities, ranging from minimum to maximum custody, prison camps, juvenile facilities and work release centers. The Department's internet home page can be found at: <http://www.in.gov/idoc>. The Department's Re-entry Site can be found at: <http://www.in.gov/reentry>. ■